



Workforce Solutions East Texas Board

Our Mission:

“Improve the quality of life through economic development by providing a first-class workforce for present and future businesses.”

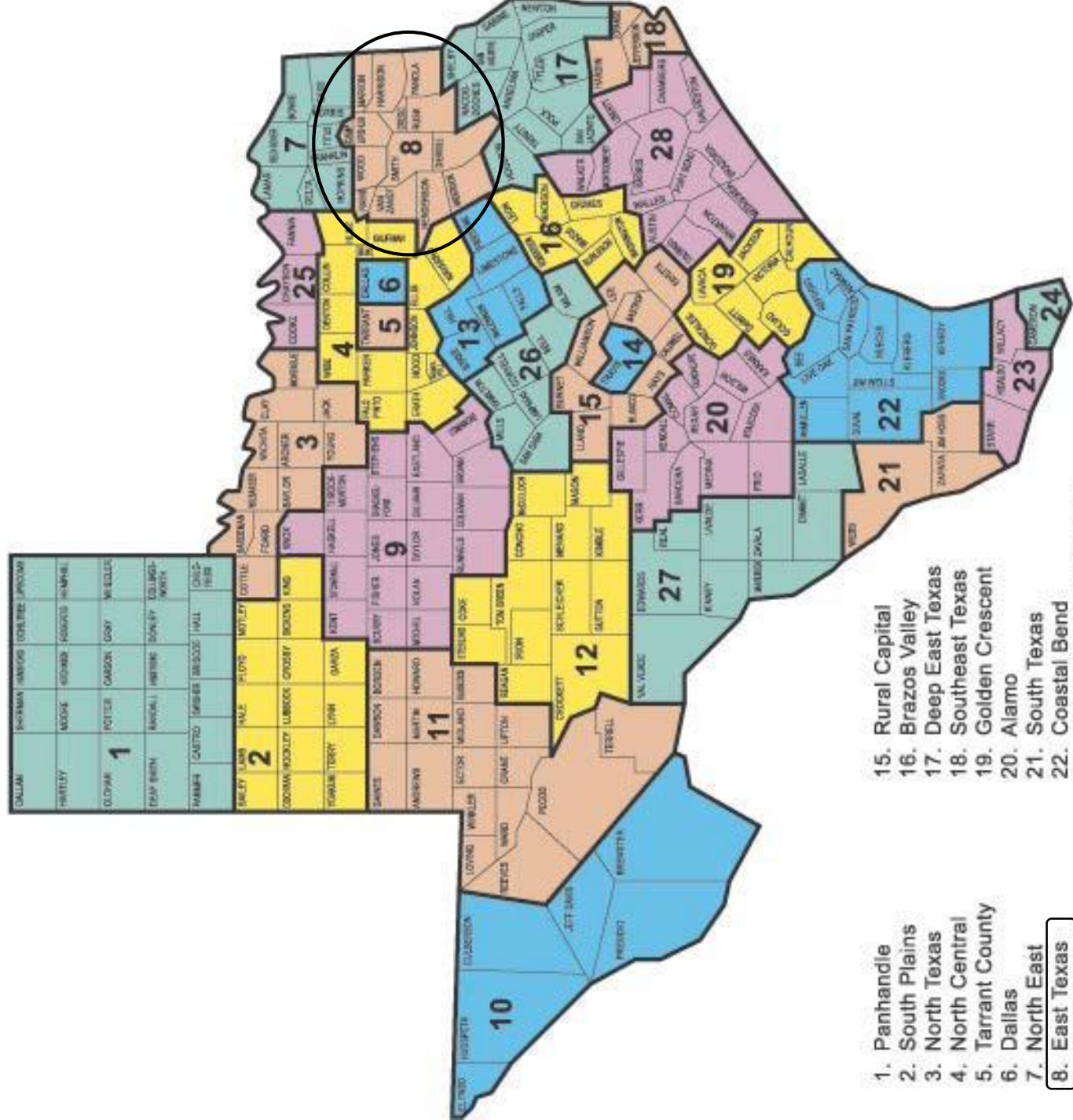
Our Vision:

“Active economic development with a premier Workforce, attracting and supporting growth of business and industry.”

Overview

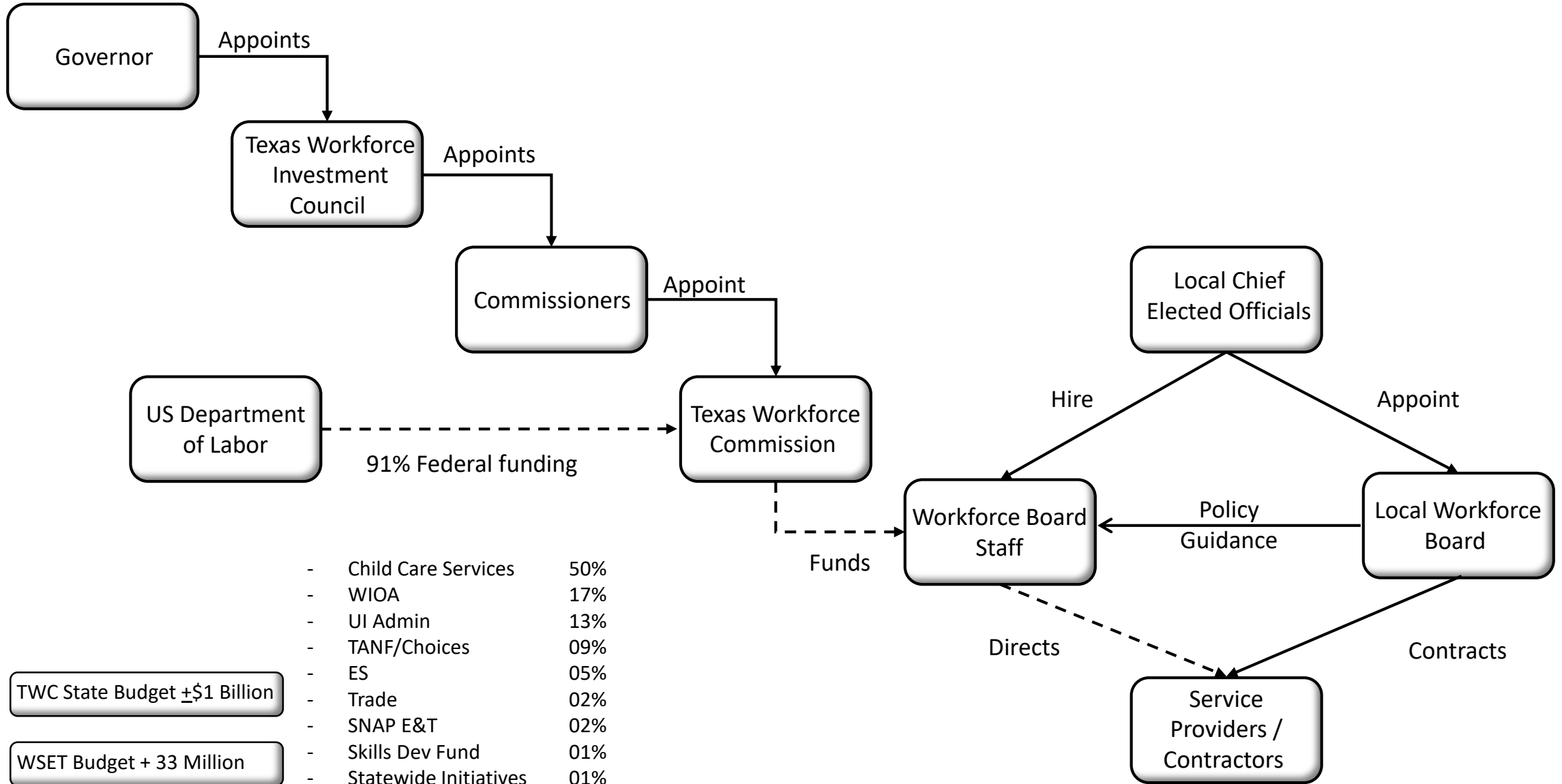
- What the Texas Workforce structure looks like, what we do
- Employer Services
- Employee Services
 - Child Care Services
 - Workforce Innovation & Opportunity Act (WIOA)
 - Unemployment Insurance (UI) Administration
 - TANF/Choices Support
 - Employment Services (ES)
 - Trade Adjustment Act
 - SNAP E&T
 - Skills Development Fund (SDF)
 - Statewide Initiatives
 - Apprenticeships
 - Self-Sufficiency Fund
- De-obligation/Reallocation of Funds – why, when & how

Local Workforce Development Areas



- 1. Panhandle
- 2. South Plains
- 3. North Texas
- 4. North Central
- 5. Tarrant County
- 6. Dallas
- 7. North East
- 8. East Texas
- 9. West Central
- 10. Upper Rio Grande
- 11. Permian Basin
- 12. Concho Valley
- 13. Heart of Texas
- 14. Capital Area
- 15. Rural Capital
- 16. Brazos Valley
- 17. Deep East Texas
- 18. Southeast Texas
- 19. Golden Crescent
- 20. Alamo
- 21. South Texas
- 22. Coastal Bend
- 23. Lower Rio Grande Valley
- 24. Cameron County
- 25. Texoma
- 26. Central Texas
- 27. Middle Rio Grande
- 28. Gulf Coast

Texas State Workforce Structure



- Child Care Services 50%
- WIOA 17%
- UI Admin 13%
- TANF/Choices 09%
- ES 05%
- Trade 02%
- SNAP E&T 02%
- Skills Dev Fund 01%
- Statewide Initiatives 01%
- Apprenticeships 00.3%
- Self-Sufficiency Fund 00.2%

TWC State Budget ±\$1 Billion

WSET Budget + 33 Million

Workforce Solutions East Texas Board

The WSET Board is comprised to 25-29 professionals

- Members are appointed by the region's Chief Elected Officials
- Several sectors of the community are represented
 - Private Sector Business +50%
 - Education, Literacy, Adult Basic, and/or Continuing Education
 - Labor/Community-Based Organizations
 - Economic Development
 - Vocational Rehabilitation
 - Public Employment and Public Assistance Services
- The Board meets bi-monthly, on the second Wednesday of odd months (Jan, Mar, May, ...) in Longview or Tyler
- Members are encouraged to also serve on one of several committees;
 - Economic Development, Finance & Audit, Welfare-to-Work, Workforce Centers, and Youth
 - Committees meet during even months (Feb, Apr, etc.) or as necessary
- Members are not required, but are encouraged to attend state and/or national forums
- Members provide guidance to staff and contractors regarding program execution

COUNTY	PRIVATE SECTOR BUSINESS	EDUCATION AGENCY	ORGANIZED LABOR	COMMUNITY BASED ORGANIZATION (CBO)	ECONOMIC DEVELOPMENT	VOCATIONAL REHABILITATION AGENCY	PUBLIC EMPLOYMENT SERVICE (TWC)	PUBLIC ASSISTANCE AGENCY (TDHS)	LITERACY COUNCIL	ADULT BASIC AND/OR CONTINUING EDUCATION
OUT OF REGION							ERVIN**			
ANDERSON	COULTER									
CAMP*										
CHEROKEE	Chair HABERLE					KUTACH				
GREGG	WADE	TALIAFERRO	CLEMENTS							
	DORIA	MORRIS								
HARRISON*										
HENDERSON			McANALLY							
MARION*										
PANOLA	HANSZEN									McBEE
RAINS*										
RUSK	GEDDIE	KEENON								
SMITH	MOHARER	CARRIVEAU	ALLEN	BERRY**				BOOKER	CRAWFORD	
	FIGUEROA			MOORE						
UPSHUR										
VAN ZANDT				FENNER	PEARSON					
WOOD	HALL									

Notes:

- * 4 counties are unrepresented
- Both Kutach & Ervin work for TWC
- **Ervin is our only Veteran Rep
- **Berry is our Child Care Rep

Term ends Sep 30, 2018

New Appointment

Term ended Sep 30, 2017

- Workforce Board must have 25+
- Current Bylaws allow 25-29
- Private Sector Business must be 50% + 1
- Additional numbers must conform to specific percentages

Texas Workforce Commission

Workforce Development Area Leadership



Andres Alcantar
Chairman,
Commissioner Representing
the Public



The Honorable Robert Johnston
Chairman, Chief Elected Officials,
East Texas



Ruth R. Hughs
Commissioner,
Representing Employers



Julian Alvarez III
Commissioner,
Representing Labor

Dr. Robert Haberle
Board Chairman,
Workforce Solutions
East Texas (WSETB)



David A. Cleveland
Executive Director,
ETCOG



Lt Col Douglas Shryock,
USAF Retired
Executive Director,
WSET Board

State & Local Responsibilities

TWC –

Contracts with the Local Workforce Development Board to plan and implement the Texas Model, providing workforce services to the local service area, meeting contracted performance benchmarks and best using available funding

Board –

Establishes an organizational framework to integrate delivery of Employment Services in the Workforce Centers

Services are under the guidance and direction of a contracted provider, not the Board

Responsible for meeting established performance measures as stipulated in the Board's contract with the agency

Contracted Service Providers –

Responsible for day to day operations. Assumes responsibility for TWC staff in the centers, to include: assigning job duties, establishing performance standards, conducting staff evaluations, providing daily oversight of personnel and facility related issues

Texas Workforce Solutions Offices

Texas Workforce Solutions Offices = One-Stop

A single location that provides access to a variety of workforce solutions

Community Partners

Community / technical colleges & career schools

Apprenticeship programs

Job Corps

Adult education, English as a Second Language, & literacy providers

State agencies

Senior Community Service Employment Program

Community- & faith-based organizations

Work In Texas.com (WIT)

Texas' largest and most comprehensive online job matching resource

Employers may:

- Register and post jobs on their own; or
- Be assisted with the posting of positions to be filled
- Utilize the trained staff to assist with recruiting efforts
- Evaluate the job market and available labor pool

The Workforce Information System of Texas (TWIST)

A variety of programs using common intake, case management and job development systems, taking advantage of the One-Stops' potential for efficiency and effectiveness.

- Developed to provide an automated statewide system, with a single point of data entry and a central repository for customer information.

TWIST allows One-Stop partners to share a common intake system and share data between partner programs.

Services for Texas Employers

- WorkInTexas.com
- Business Services
- Recruitment and Referral of Qualified Applicants
- Testing and Pre-screening
- Training Funds
- Texas Business Conferences
- Rapid Response Services for Dislocated Workers
- Tax Credits
- Labor Market Information
- Wage and Labor Law Information

Business Services Units (BSUs)

Helping businesses stay competitive

- Job postings in WorkInTexas.com
- Recruitment and pre-screening
- Labor market information
- Job Fairs
- Rapid Response Teams for lay-offs
 - Assist employers and affected workers respond to layoffs and plant closings
 - Provide information available about workforce services; UI; crisis counseling; financial planning assistance; training resources

Services for Job Seekers

Universal employment services as well as...

Specialized/targeted populations:

- Unemployment Insurance
- WIOA Services (Adults, Dislocated Workers, Youth)
- Education & Training for Temporary Assistance for Needy Families/Choices
- E&T for Supplemental Nutritional Assistance Program (SNAP)
- Trade Adjustment Assistance
- Apprenticeship training
- Child Care Services
- Veterans' employment services (TVC)

Child Care Services (CCS)

Purpose – a child care service delivery system that supports employers by subsidizing child care services for low-income families.

- Designed to facilitate training and/or lead to self-sufficiency


Child Care Automated Attendance (CCAA)

- Dual reporting responsibility by parents & providers
- Eliminates manual tracking & paper submissions
- Provides tracking & verification that a child attended
- Real-time information on referrals & attendance
- Accessible attendance records through POS & Provider Web Portal

Texas Rising Star (TRS)

Provider Certification

Offers parents quality child care services

- TRS providers voluntarily exceed state's minimum licensing standards & commit to providing higher quality of care & early learning environments
- Benefits of being a TRS provider: High reimbursement rates;
- Some Boards may offer additional incentives (e.g. training, scholarships, materials & equipment)
- Providers may qualify as 2-, 3-, or 4-Star TRS providers 
- East Texas currently hosts 67 TRS providers, including 19 x 4-Stars!

Workforce Innovation and Opportunity Act (WIOA)

The critical functions of WIOA are:

1. To support a market-driven system:
2. Through the provision of five basic types of services targeted to meet employers' needs;
3. Through services tailored for three types of customers (adults, dislocated workers, and youth);
4. Through Rapid Response activities designed to respond quickly to employer, worker, and community needs when a mass layoff or plant closure appears imminent; and
5. With special emphasis placed on the economically disadvantaged.

WIOA Services

Employer Services - such as job posting and job matching services, applicant screening and referrals, and assistance with mass layoffs;

Universal/Core Services - for individuals seeking assistance in their job search, e.g., outreach, intake, and an eligibility determination;

Intensive Services - for individuals deemed in need of additional assistance in order to become employed;

Training Services - for individuals deemed in need of training in order to become employed or retain employment;

Support Services - such as child care, transportation, and work-related expenses when needed by the individual to work or participate in a WIOA funded activity.

WIOA Adult

The WIOA Adult program is designed to provide any available service to individuals over the age of 18 and who:

1. Are eligible to work in the United States;
2. Have registered with selective service (if male); and
3. Meet established income eligibility standards.

Additionally, in cases where funds are limited, priority for Intensive and Training Services is given to veterans, recipients of public assistance, and other low-income individuals.

WIOA Dislocated Worker (DW)

The WIOA Dislocated Worker program is designed to provide any available services to individuals who:

- Have been laid off or received notice of termination of employment
- Are eligible for or have exhausted unemployment compensation,
- Are self-employed but unemployed because of general economic conditions, or
- Are displaced homemakers.

Again, in cases where funds are limited, priority for Intensive and Training Services is given to veterans, recipients of public assistance, and other low-income individuals.

WIOA Youth

The WIOA Youth program is designed to provide:

- Year-round employment and training services;
- For economically disadvantaged youth (ages 14 through 21);
- Who establish and work toward educational and career goals;
 - Via an objective assessment, including review of academic and occupational skill levels and service needs; an individual service strategy, including an age-appropriate career goal;
 - Preparation for post-secondary educational opportunities; and
 - Linkages between academic and occupational learning.

UI Benefits and Services

Claimants apply for benefits online or by phone

- *Temporary, partial* wage replacement
- Re-employment services via workforce centers
- Centers outreach and provide targeted re-employment services to claimants determined at high risk of exhausting benefits
- Claimant must be able, available, and looking for work if they are required to do so

Employment Services (ES)

The critical functions of ES are to:

- Connect employers seeking workers and individuals seeking employment;
- Coordinate job openings between states ; and
- Administer the unemployment insurance (UI) work test (verify claimants are actively seeking employment);

The ES program is designed to provide:

- Job listing and referral services of qualified job seekers;
- Labor market information;
- Referral to other agencies that deal with employment-related regulations;
- Interview facilities;
- Facilitation of job fairs;
- Resource rooms;
- Information on a variety of topics such as worker training, tax credits, and foreign labor certification.

Trade Services

Purpose - Assists U.S. workers who have lost or may lose their jobs as a result of foreign trade. This program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become re-employed.

The critical functions of Trade Services are to:

- Notify Boards and other interested parties when a Trade petition is filed
- Provide support and technical assistance to employers and Boards for the implementation of the program
- Provide technical assistance and training to Boards concerning the integration of Trade and dislocated worker services;
- Determine eligibility for Trade-funded services for laid-off individuals based on information gathered from employers;
- Make final determinations on Board recommendations for the denial of customer-requested Trade-funded services; and
- Process the approval and payment of requests for Job Search Allowances and Relocation Allowances

Choices

Purpose - Assist individuals in transition from Temporary Assistance to Needy Families (TANF) recipients to work through participation in work related activities that meet the needs of employers

SNAP Education & Training (SNAP E&T)

Purpose – Supplemental Nutrition Assistance Program – assist SNAP recipients in becoming employed and self-sufficient through participation in work-related activities that meet the needs of local employers

Apprenticeship

Purpose – to prepare individuals for occupations in skilled trades and crafts. The training combines structured on-the-job training with related classroom instruction.

Skills Development Fund (SDF)

- Customized training specific to employer needs
- Private, for-profit business, consortium of businesses or trade union partners with local community/technical college
- Can include classroom, online, on-site, hands-on and simulation training
- Eligible Applicant and Recipients of Public community or technical colleges, or Texas Engineering Extension Service (TEEX)
- 501(c)(3) community-based organizations in partnership with a college
- Typical Skills Development Fund Grant of \$1,420 target cost per trainee
- Can be up to \$500,000 for a single-business project or 12-month training period

Texas Veterans Leadership Program

Veterans returning from Iraq & Afghanistan since 2001. Links veterans to key resources

- Employment
- Education
- Home/land loans & home improvement
- Medical
- Employers
- Military & military spouse support groups
- Community resources

Non-Custodial Parent (NCP) Choices Employment Program

Purpose – assist eligible NCPs who have substantial barriers to employment and career advancement become economically self-sufficient while also making consistent child support payments

Senior Community Service Employment Program Services

- Comprehensive assessment & individual employment plan
- Paid, half-time on-the-job training
- Community service provided by participants
- Health screening
- Job search & job retention support
- Supportive services

De-obligation - Expenditure Benchmarks

Texas Administrative Code §800.74 directs Mid-year De-obligation of Funds

The Commission may de-obligate funds:

- During the 5th, 6th, 7th, or 8th month of the contract period
- If Boards fail to meet an amount corresponding to 90% or more of the relative proportion of the program year
- Up to the difference between a Board's actual expenditures and the amount corresponding to the relative proportion of the program year

The Commission may not de-obligate funds within 60 days following a contract amendment for a supplemental allocation or reallocation of funds in the same program funding category.

De-obligation - Process

De-obligation has a multi-level review:

- Expenditures are reviewed monthly (performance is also considered);
- Technical assistance is provided regarding low expenditure trends;
- Opportunities and continued technical assistance are given to Boards to get expenditures back on track;
- If expenditures remain low and the Board continues to not meet expenditure benchmarks; discussion regarding possible de-obligation occur;
- Board ED reviews and gives concurrence if funds will not be used;

Final action is taken in a public meeting of the Commission.

Reallocation Provisions/Process

Reallocations has a multi-level review:

- Expenditures are reviewed monthly (performance is also considered);
- Technical assistance is provided regarding high expenditure trends; opportunities are given to Boards to explain high expenditures;
- Boards may identify higher than anticipated numbers of participants and additional funds are needed;
- Staff verify through the performance reports that the number of participants is consistent with the Board's explanation; and

Final action is taken in a public meeting of the Commission.

Workforce Solutions in East Texas Summary

Economic Development is the driving force behind Workforce Solutions

- Industries considering East Texas must have the confidence they'll be able to attract a well-trained, high-quality, and self-motivated staff in order to open their doors
- Workforce Solutions East Texas, in cooperation with myriad community partners across the 14-county region, responds to employers current and future requirements
- The WSET Board creates the environment in which today's and tomorrow's workers are able to afford, receive, and excel in training critical to 21st century employment
- The WSET Board doesn't create Economic Development. It supplies prerequisites necessary for our partners and participants to succeed.